

2022 Registration Review Report

College of Podiatrists of Manitoba



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Introduction

The Fair Registration Practices Office (FRPO) issues this registration review report for College of Podiatrists of Manitoba (COPOM) under authority of The Fair Registration Practices in Regulated Professions Act (act). Registration reviews are conducted at times specified by the director of fair registration practices and in accordance with the review provisions in the act, section 15.1, 15.2, and 15.3. The purpose of this review is to determine compliance with the legislation and to identify areas that may need improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the director.

Manitoba's fairness legislation was amended in December 2021. This review is largely restricted to the consideration of compliance regarding three new duties in the Fair Registration Practices Code: a duty that assessment criteria be necessary, a duty to abide domestic trade agreements and a duty to notify FRPO regarding changes in assessment and registration practice. Outstanding issues raised in previous registration review reports may also be raised or result in further recommendation for action.

This registration review results in an FRPO statement of compliance for the regulator. Reviews that result in recommendations to change practice or policy contain an action plan response from the regulator, current as of October 2022.

To provide context, a brief description of COPOM's state of progress under fairness legislation to date precedes the compliance analysis. The report also includes appendices containing a flowchart of the registration process for internationally educated applicants, as well as registration data. Data is the latest information available at the time of review completion.

State of Progress

Since the introduction of Manitoba's fairness legislation in 2009, the College of Podiatrists of Manitoba (COPOM) has and continues to work co-operatively with FRPO and is committed to the fair assessment and registration of internationally educated applicants (IEAs).

COPOM's licensure process for internationally educated podiatrists (IEPs) is straightforward, timely and cost-effective. From 2011 to 2021, all applicants, domestic and internationally educated, successfully registered. IEA registration timelines are short, a few weeks, and no licensure exams are involved.

COPOM has improved its registration information introducing an online assessment overview, and application guide, including their list of recognised academic programs. They also adopted a more progressive criminal records policy, accepting the federal security checks individuals undergo as part of the immigration process.

COPOM is currently considering changes to their education requirement. Anticipated changes to COPOM's legislation will allow podiatrists authority to write prescriptions. Consequently, completing an online training course at the Michener Institute will become a requirement for some IEAs. Applicants would be granted restricted or conditional license and a time frame to complete the course in order to move to full licence.

Fair Practice Analysis

I. Assessment criteria must be necessary – act, 8(4)

The criteria used in an assessment of qualifications must be necessary to assess competence in the practice of the profession.

With regard to substantive assessment criteria in a profession, for instance, the type and level of academic training required or the level of scrutiny brought to assess qualifications, FRPO recognises the authority of self-regulated professions setting these standards and will only question these requirements in the circumstance they are patently unreasonable. FRPO's evaluation focuses on the ways in which criteria and requirements may be unnecessary, unduly burdensome, or potentially result in forms of systemic discrimination, particularly as they may impact internationally educated applicants (IEAs).

COPOM's compliance to necessary assessment criteria

COPOM's assessment criteria and various requirements for registration are for the most part warranted and necessary. FRPO identifies one concern:

1. COPOM's regulations stipulate applicants require – a program of studies in podiatry acceptable to the council – C.C.S.M. c.P93 (4.1(i)). Registration information on COPOM's website states the requirement is for a — Bachelor of Science in podiatric medicine or equivalent.

COPOM recognises about three dozen academic programs. For podiatrists trained in programs not recognised by COPOM, there is no assessment strategy in place.

Regarding the need to consider or assess applicants with unrecognised academic training, FRPO recognises the challenge and feasibility posed to a small profession without an examination for podiatrists. Nevertheless, podiatry regulators in British Columbia and Ontario do assess applicants in this circumstance.

In this context and even without the development of a sophisticated assessment process, COPOM needs to commit to considering applicants with unrecognised academic qualifications. This assessment possibility should be clearly presented in the registration information.

II. Duty to comply with domestic trade agreements – act,4(1)

A regulated profession must ensure that its registration practices comply with the obligations of a domestic trade agreement.

The Manitoba government has labour mobility obligations that extend to regulated occupations, under both Chapter 7: Labour Mobility of the Canadian Free Trade Agreement (CFTA) and Article 13: Labour Mobility of the New West Partnership Trade Agreement (NWPTA). In Manitoba, regulated professions are required to comply with labour mobility obligations under The Fair Registration Practices in Regulated Professions Act, section 4(1), The Labour Mobility Act, section 3(1) and for health professions, under The Regulated Health Professions Act, section 32(3).

In the regulated occupations, the purpose of these obligations is to provide labour mobility through license-to-license recognition. This needs to occur without any material requirements for training, experience, examinations or assessments — CFTA, Article 705, paragraph 1, NWPTA, Article 13, paragraphs 1 and 2.

COPOM's compliance to abide labour mobility obligations

COPOM's labour mobility policies for individuals registered in other provincial jurisdictions applying for registration in Manitoba complies with provisions set out in the Canadian Free Trade Agreement and the New West Partnership Trade Agreement. FRPO identifies no issues of concern.

III. Notice of changes in registration practices – act, 5(2)

A regulated profession that proposes to change its registration practices, as described in the information provided under clause (1)(a), must notify the director of the proposed change, at the time and in the manner and form required by the director.

The purpose of notification is to ensure FRPO has accurate, up-to-date information about the registration practices of Manitoba regulators. This supports FRPO's oversight role and allows for proactive discussion about the fairness of proposed changes.

COPOM's compliance to the duty to notify

In preparation for this registration review, FRPO requested updates regarding changes to assessment and registration practice.

COPOM has updated FRPO regarding several policies. They have a history of notification and consultation with FRPO and continue to comply with this duty.

Recommendations

The Fair Registration Practices Office sees the following opportunity for College of Podiatrists of Manitoba to improve compliance to The Fair Registration Practices in Regulated Profession Act:

1. Commit to assessing applicants with academic qualifications in podiatry not currently recognised by COPOM, and that this assessment possibility be clearly presented in the registration information.

Regulator Action Plan

In response to the recommendation made by the Fair Registration Practices Office, the College of Podiatrists of Manitoba committed to the following action plan, current as of October 2022:

Recommendation	Action(s)	Anticipated Completion Date
<p>1. Commit to assessing applicants with academic qualifications in podiatry not currently recognised by COPOM, and that this assessment possibility be clearly presented in the registration information.</p>	<p>Change website to advise possible applicants of this recommendation.</p>	<p>Within a month of approval.</p>

<p style="text-align: center;">College of Podiatrists of Manitoba Comments</p>
<p>We are currently looking at wording for our website. We are thinking somewhere along the lines of —</p> <p style="padding-left: 40px;">Please be advised that if you have received credentials from an educational institution not noted on our website your application will undergo an educational equivalency process. Please note that as part of this process you may be required to undergo a clinical skills examination and/or a written examination prior to a license to practice being granted. If deemed necessary the fees for these examinations are to be paid by the applicant.</p>

FRPO will follow up on this commitment and action plan updates will be posted to its website.

Compliance

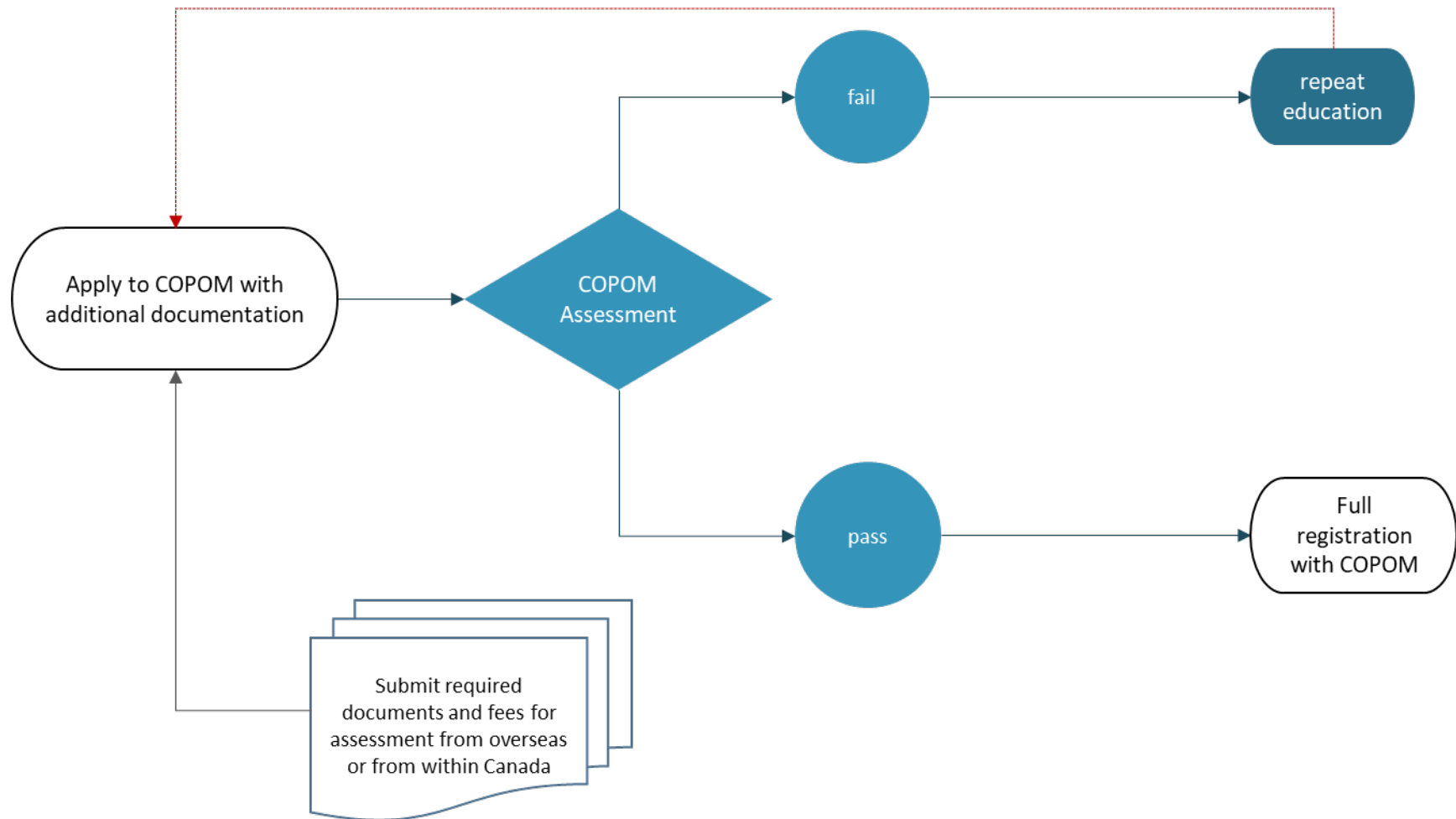
FRPO's 2022 registration review of the College of Podiatrists of Manitoba (COPOM) examines their compliance to three duties in the Fair Registration Practices Code of the act; assessment criteria are necessary, labour mobility obligations are respected and FRPO is notified regarding changes in assessment and registration practice.

FRPO finds COPOM compliant with the duty to respect labour mobility obligations and the duty to notify FRPO regarding changes in assessment in registration practices.

FRPO also finds COPOM largely compliant with the duty for necessary assessment criteria, but raises a concern regarding the need to assess applicants with academic credentials from education programs currently not recognised by COPOM.

COPOM's action plan commitment is a productive response to FRPO's recommendation and addresses this concern. COPOM's commitment to assess applicants with unrecognised academic credentials will help ensure fair treatment and better compliance to The Fair Registration Practices in Regulated Professions Act.

Appendix 1 – Registration Process for Internationally Educated Applicants



Appendix 2 – Registration Data

College of Podiatrists
of Manitoba



24
**Registered
Members**
(As of December 2021)

2011–2021 Internationally Educated Applicant Data



17
applications

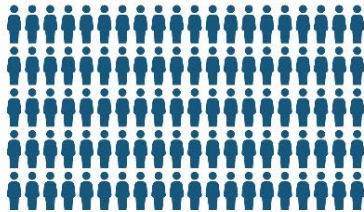


Top Countries of Education



applicants were educated in **4**
different countries

Application Outcomes



registered - 100%



Median Time to Registration

16 days

2012–2021 Domestic Applicant Data



1
application

1 (100%)
registration